

Faculty Senate Meeting Minutes
Tuesday, December 3, 2019
Harrison Board Room, Foundation Building



Attendance

Faculty Senate Executive Committee members present:

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|---|---|
| 1. Mandi Lopez (President, VCS) | 4. Fabio Del Piero (Secretary, PBS) |
| 2. Ken McMillin (Past- President, AG) | 5. Julia Ledet (Member-at-Large, Science) |
| 3. Joan King (Vice-President, Food Science) | |

Parliamentarian: Louay Mohammed

Senators present (X = Present; A = Alternate; P = Proxy):

1	P	Fereydoun Aghazadeh (ENG)	25	X	Doug Gilman (SCI)	49	X	Megan Papesch (HSS)
2	X	Priscilla "Lilly" Allen (HSE)	26	X	Marwa Hassan (ENG)	50	A	Tracy Quirk (Coast)
3	X	Aly Aly (ENG)	27	X	Katherine Henninger (HSS)	51	X	Maria Rethelyi (HSS)
4	X	Kayanush (Kai) Aryana (AG)	28	X	Tara A. Houston (MDA)	52	P	Kirk Ryan (VCS)
5	X	Michael Banks (BUS)	29		Stuart Irvine (HSS)	53	X	Bhaba Sarker (ENG)
6	P	Chris Barrett (HSS)	30	X	Kelli Scott Kelley (AD)	54	P	Stephen Shipman (SCI)
7	X	Inessa Bazayev (MDA)	31	X	Yunjung Kim (HSS)	55	X	Chassidy Simmons (HSS)
8	X	Dorin Boldor (ENG)	32		Roger Laine (SCI)	56	P	Shane Stadler (SCI)
9	P	Jeffrey Brooks (Law)	33	X	Elecia Lathon (HSE)	57	X	Kristen Stair (AG)
10		Konstantin Busch (ENG)	34	P	Lauren Lazaro (AG)	58	P	Suzanne Stauffer (LIB)
11	P	Cassandra Chaney (HSE)	35	X	Julia Ledet (SCI)	59		Jared Soileau (BUS)
12	X	Chantel D. Chauvin (HSS)	36		Vincent LiCata (SCI)	60	P	Rachel Stevens (HSS)
13	X	Senlin Chen (HSE)	37	X	J. Michael Martinez (HSE)	61	X	Brenton Stewart (HSE)
14	P	Prosanta Chakrabarty (SCI)	38	X	Juan Martinez (PBS)	62	P	Judith Sylvester (MCOM)
15		Jin-Woo Choi (ENG)	39	X	James Matthews (SCI)	63	P	Matthew Vangel (MDA)
16		Joe Clare (HSS)	40	X	John Miles (LIB)	64	X	Meredith Veldman (HSS)
17		Brett Collier (AG)	41	X	Mustajab Mirza (VCS)	65	A	Nan Walker (Coast)
18	P	Brandi Conrad (HSE)	42		Laura Martins (HSS)	66	X	Wei-Hsung Wang (Energy)
19	A	Theda Daniels-Race (ENG)	43	X	William Monroe (Law)	67	X	Sonja Wiley (BUS)
20	X	Jeff Davis (AG)	44	P	Carl Motsenbocker (AG)	68	X	Cathy Williams (AG)
21		Michael Desmond (AD)	45	X	Ioan I. Negulescu (AG)	69	P	Donghui Zhang (SCI)
22	X	Levent Dirikolu (CBS)	46	X	Robert Newman (BUS)			
23	A	Peter Doran (SCI)	47		Pius Ngandu (HSS)			
24	X	Edward Gibbons (HSE)	48	X	Rafael Orozco (HSS)			

Guests:

Larry Rouse	Nicole Roth	Krista Barrett	William Saas	John Jester
Mark Swanson	Bryan McCann	Andrew Sluyter	Arend Van Gemmert	Jane Cassidy
Stacia Haynie	Kate Spikes	Krista Allen Raney		

Public Comments on Agenda Items

None.

Consideration of the Minutes from November 20, 2019

Moved by Ioan Negulescu and Elecia Lathon.

Approved unanimously with potential corrections.

President's Report

1. The Faculty Senate Executive Committee met with Provost Haynie, CFO Layzell, and CIO John Borne to discuss the email phishing test that included verbiage about upcoming raises. They recommended vetting to ensure they are not offensive to faculty.
2. The Faculty Senate Executive Committee received a request to change the name of Disability Services. The matter was discussed and forwarded to the Provost for consideration.

3. To volunteer as a Peer Advisor, please contact Mandi Lopez, Brooks Ellwood, or any individual on the Executive Committee. It is an excellent opportunity to assist fellow faculty members. Peer Advisors help to elevate the professional work environment at LSU.
4. Mandi Lopez thanked the faculty members serving on the Faculty Senate Standing Committees and the newly formed Smoking, Tobacco, Inhalant, and Vaping Committee.
5. Faculty Senators were reminded to share information presented at Faculty Senate meetings with fellow colleagues and units. Discussion and feedback are welcome.
6. The policy statement on Academic Freedom and Tenure has been forwarded to the Office of Academic Affairs for consideration and future approval. It has been the subject of innumerable Faculty Senate meetings and has received abundant feedback. Mandi Lopez thanked Ken McMillin for his dedication and efforts on this statement.
7. Reach out any FSEC member if faculty are unable to find their college policies, bylaws, tenure and promotion guidelines, or college policy committee members.
8. In relation to F. King Alexander's discussion last meeting on student suicide, be aware and gently recommend opportunities for assistance. For more information, visit the Student Health Center.
9. Vice President Jeremiah Shinn shared the protocol for infectious disease in campus residential halls. The Faculty Senate Executive Committee will be discussing this information in their next meeting. Feedback will be requested from experts in that area. Encourage students to seek medical help when not feeling well.
10. Upcoming FTC coffee chats are tentatively scheduled for the first Wednesday of each month at 9:30am, 101 Frey Hall. Reach out to Sheri Thompson for questions and suggestions for future meetings.

Q&A Summary:

None.

United Campus Workers, Bryan McCann, Associate Professor, Rhetoric & Cultural Studies

Bryan McCann introduced the campus union, United Campus Workers Global 3465. The union is an affiliate of Communication Workers of America. In July 2018, the union began to invite LSU employees to join. Currently, there are over 100 members. Bryan McCann advocated that considering the location and mobilization of that number of people, it is an important accomplishment and an indication that there is some energy and enthusiasm for the group. UCW is a national organization that focuses specifically on organizing campuses in the U.S. South. U.S. South states are mostly, if not all, right to work states where collective bargaining does not occur. UCW's goals do not include collective bargaining, they are an advocacy or movement organization. They are oriented toward pinpointing specific issues that are relevant to campus employees and building movement and advocacy around that. UCW is also present at other institutions such as the University of Tennessee, University of Georgia, and the University of Southern Mississippi. Bryan McCann reminded faculty senators the last time unionization was attempted at LSU. One of the main complaints was that the organization of the union was top-down. Dues were costly and members did not have much say in how the organization functioned. The UCW model is member-governed. The local UCW has a steering committee made up of local members and is the governing body. Union dues are also modest compared to the previous attempt and is on a sliding, income-based scale. Bryan McCann described his previous employment with Wade State and the various individual union organizations on that campus. It made it difficult for certain types of employees to work together around their common interests. Faculty, tenure and non-tenure track, staff, and graduate assistants are all part of the UCW. All have equal say as voting members. The affiliation with Communication Workers of America allows UCW to have revenue while building membership and the local organization benefits from the work done at a national level. The strongest presence of UCW in the U.S. is in Tennessee. The University of Tennessee system has been able to stave off privatization of most service components. They are also part of a campaign to establish a baseline \$15/hour minimum for any employee of the university. This also includes regular raises that are tethered to cost of living. The local LA UCW is in the initial stages of mobilizing this campaign. The conversations for faculty pay raises include on ways LSU might approach raises in such as way as to account for disparities in pay. LA UCW has attracted many LSU graduate assistants because of the level of fees. Discussion has begun with campus administration to try and address this issue.

Q&A Summary:

None.

Alexandria Summit Update, Ken McMillin, Faculty Senate Past-President

Ken McMillin provided an update on the last Alexandria Summit meeting. The keynote address for the meeting was presented by Carrie Robison and Randall Brumfield on the Board of Regent's master plan that was approved and ratified in August. The master plan contained keywords: educate, innovate, and collaborate. The major goals of the "educate" component of the plan is to have double the number of adults in Louisiana who have a certificate or higher by 2030. The Board of Regents will be relying on the various Louisiana universities and colleges to help implement this goal. This might lead to financial support to assist LSU in accomplishing this objective through on campus programs and LSU Online/Distance Education. For innovation, the Board of Regents would like to see an increase of experiential learning—apprenticeships, job shadowing, internships, cooperative research, and increased research efforts to improve job markets and economic opportunities to keep graduates in state. The BoR also plans to grow collaboration with PreK-12 to increase student quality. There were several other presenters at the Summit. Michelle Arnold presented for the Summit meeting on the National Council of Faculty Senates Convention. The convention was an organizing event to task committees to create mission, vision, bylaws, communication and marketing aspects, and how it will coordinate and facilitate faculty governance at its various universities. United Campus Workers also presented on unionization at the Summit meeting. Their vision is to be state wide. Brian Salvatore from LSU-S was invited to speak on his experience as

running as the non-incumbent. Matt Butkus also discussed his renewal of a faculty survey. Ken McMillin urged the faculty senators to complete the survey once it is sent, and to also share with their colleagues. Only approximately 35 out of 1700+ faculty completed the last survey. Some of the questions will be similar to the 2017 survey to determine if conditions have improved and moral has changed. The last presentation was by Christof Stump and Bernard Gallager from LSU-A on AAUP membership. The next meeting is scheduled for the end of February.

Q&A Summary:

None.

LSU Foundation Endowed Accounts and Honorific Payments, Kate Spikes, Chief Financial Officer, LSU Foundation and Krista Allen Raney, Assistant Vice President of Development, LSU Foundation

Kate Spikes gave a brief overview of the main account types at the Foundation: endowed and non-endowed. Endowed accounts are gifts that are invested by perpetual, stable, annual funding that many faculty members know as the spending allocation. Non-endowed accounts are funds donated for immediate use and/or the net spending allocations that are spun off from the endowed funds. There are three investment pools that the LSU Foundation uses: Board of Regents, general endowed, and non-endowed. The Board of Regents are all matched chairs, professorships, and scholarships. Those are made up of both state and private components. The general endowed pool is everything that is not matched by the Board of Regents. The non-endowed pool contains all of the spendable funds. Both endowed pools are managed by an outside investment firm, Cambridge Associates. The LSU Foundation contracted with the investment firm in fiscal 2017. All endowed pools are unitized meaning endowed gifts purchase units or shares in the endowed pools, much like a mutual fund. The market value is the total value of the endowed account and is calculated based on the number of units that account contains and the market of the entire pool on a monthly basis. The endowed spending allocation is estimated annually on the third week of July. The allocation is pro-rated based on how long the account has been in the pool. For example, a gift given in November, will receive a smaller spending allocation that first year because it was in the pool for less than a year. The annual spending allocation is funded through the total returns of the portfolio. Returns in excess of what you need in the spending allocation are kept in the endowment to create a cushion for years where the returns might be negative or low. The spending allocations are calculated by the total pool value divided by the number of units to calculate the market value per unit. An average 5-year market value is then calculated per unit. That average is then multiplied by the net spending rate (4%) and service fee rate (1.25%). The net spending rate is based on annual participation in surveys. The Foundation board also compares LSU to its peers, and then approves that rate for the year. Once the percentages are calculated, the amount is multiplied by the annual average units for each account. Kate Spikes explained that outsourcing the chief investment officer to Cambridge Associates is best practice. There are 6 highly qualified professionals dedicated to the LSU Foundation accounts. Cambridge Associates also has a team of 150 individuals continually researching new investment opportunities. The LSU Foundation's main goal is to meet the spending allocation and inflation (7.3% currently). The trends under Cambridge are averaging 8.6% and the Board of Regents, 8%. Kate Spikes gave an example that if an endowed account is awarding one scholarship, that same account should award the same one scholarship regardless of the change in cost and inflation. The LSU Foundation investment performance is generally lower than an individual portfolio or 401K portfolio because a spending allocation is created yearly. The web-based reporting system, Bengals, contains account balances, statements of activity, account activity details, market values, etc. The reports are downloadable and refreshed nightly. Faculty members with endowed accounts may request access through the LSU Foundation website. The requests are then approved by the respective dean or their designee. There are three methods to spend funds: a check request, a corporate credit card, and the BG accounts that are linked to the Foundation accounts. Check requests and corporate credit cards are charges made directly through the Foundation. Check requests are one-page forms that require a clear business purpose, detailed receipts, and proof of payment. For accounts with both private and state funds, you may only use the private portion of the account. The corporate credit follows the same model—you can only spend the private portion of the account, not the state. The corporate credit card is at the approval of a dean or their designee. The system, Concur, is used to reconcile card purchases. BG Foundation accounts are used for those accounts with both private and state funds and faculty members wish to spend the state portion of that account. They are processed through Workday and state guidelines and policies must be followed. Those charges are reimbursed to the university through the auto bill process. Payables and scholarships must be paid through the BG account. Charges cannot be lavish or extravagant and the benefit needs to be greater to the university than the individual.

Q&A Summary:

Aly Aly: You mentioned anyone can access. Would that be the faculty advisor?

Kate Spikes: Anyone with a myLSU ID can request access. That might not necessarily mean that the request will be granted, however, anyone may request access.

Aly Aly: Who approves the request?

Kate Spikes: The dean or their designee.

Joan King: If you are having an event, and the caterer is on campus, and you are using a Foundation account, would that be an internal transfer?

Kate Spikes: You can charge the BG account if it is going through Accounts Payable at LSU.

Priscilla Allen: Is the BG account when the person needs to be registered as a vendor? Do the students need to be registered as a worker?

Kate Spikes: It may be a combination. If the LSU Foundation pays anyone directly, not through a BG account, they do have to be set up as a vendor. I would assume AP at LSU does the same thing where they have to be in the system in order to be paid.

Priscilla Allen: A check request would be better?

Kate Spikes: In some cases, yes. They would still need to register as a vendor. That is done electronically and securely through our website.

Priscilla Allen: Should we know what are state and private funds?

Kate Spikes: You should know the split. It will show those totals and different portions are in Bengals.

Mandi Lopez: If a faculty member is given access to Bengals, they can see the balance?

Kate Spikes: Yes. You can look it up through the Bengals website.

Dorin Boldor: If you only spend 80% of the allocation, what happens to what's left?

Kate Spikes: It rolls over into the spending allocation. It does not go back into the pool.

Mandi Lopez: Can you use it like a savings account? Can you build it up?

Jane Cassidy: You can save up to a certain amount, but the state requires that you may only have 25% more than the market value.

Kate Spikes: For example, if you have \$100,000 market account, you may only have \$25,000 in the spendable account for matched Board of Regents accounts. For endowed accounts, there is no maximum. However, you want to spend those funds to show donors the impact of their gift.

Krista Raney: Please spend your money.

Kate Spikes: We understand that there are times when faculty members are saving the allocation for certain items. For example, a large piece of equipment that would help you in your research costs more than the annual spending allocation.

Jane Cassidy: You would be required to write a report every year if you're banking that. The Office of Academic Affairs reaches out to those accounts that exceed that 25% and are required to write a report every year to the Board of Regents letting them know why.

Priscilla Allen: Where do the matching Board of Regents funds come from? Does it come from the state, other donors?

Krista Raney: You're talking about the origination of the matched funds?

Priscilla Allen: Yes. I know that there needs to be a certain amount donated for professorships. Is it a \$1 million?

Krista Raney: The professorship minimum is \$500,000. There is an 80/20 match with the Board of Regents. A chair is \$2 million in private funds and the Board of Regents would match it at \$800,000. The origination of those funds came from a lawsuit many years ago that LSU won on gas and the state put into a trust that pays out and that's where the match comes from.

Jane Cassidy: It's the same kind of money that funds Atlas grants. There's a cadre of programs and they divide that up. There is a certain amount that matches a professorship, a certain amount that matches chairs. We have many more professorships that have been donated to LSU that have not been matched yet by the state. We are guaranteed 2 matches per year. We have 88 that are unmatched. Some years we get extra if the other universities don't get theirs.

Kate Spikes: So, it might be a while for those 88.

Priscilla Allen: Can you use the money as income? If you have a balance and don't want it to build up, why can't you use that money as a payout?

Kate Spikes: Are you talking about spendable funds?

Priscilla Allen: Yes. If you save and don't use it, can you take it out and invest it yourself? You can't?

Kate Spikes: No.

Priscilla Allen: So, it doesn't make any sense for someone else to invest your money. If you save 20%, and you don't use it, and you can only carry it for so long, then?

Kate Spikes: You can put the money back in the endowment. That would be you as the holder and the dean or their designee would have to approve that transfer. What that would do would increase the endowment so that in future years, it creates a larger spending allocation.

Dorin Boldor: So, you go from the continuous line to the dotted line in your presentation?

Kate Spikes: Yes, if you're not spending. However, we don't really want to do that because the donors and the Board of Regents awarded the money for it to be spent.

Krista Raney: I think because we have sustained so many cuts to our budget, our mentality is to save, and we don't want to spend because what if we need? When we don't spend our money, it makes our fundraisers jobs difficult to ask for more. The next best donor is the one that just gave. They've shown a willingness to invest. For an example, in the College of Engineering, the dean would save a spending allocation from an account for 2 years in a row because she needed to buy a distillation column for Chemical Engineering. In that case, we were able to effectively communicate that to the donor. Donors receive endowment statements that shows the amounts in the spending balances.

Stacia Haynie: There also a problem when the Board of Regents are evaluating the accounts and there are large expendable balances, and we are there asking for a match. Legislators see this and ask why LSU needs money. We want the money to be spent.

Old Business

None

New Business

First Reading, Resolution 19-07, "Tuition Reduction and Fee Remission for LSU Faculty Children and Spouses"

Sponsored by Faculty Senate Benefits Advisory Committee

Read by Lawrence Rouse

Whereas the merit-based TOPS no longer is guaranteed to cover 100% of undergraduate tuition at LSU;

Whereas TOPS is unavailable to faculty spouses and to the children of incoming faculty who have not graduated from a Louisiana high school;

Whereas the cost of an LSU undergraduate education for faculty children has increased because fees are high;

Whereas seven of LSU's thirteen Flagship Peer institutions offer 50% tuition reduction to faculty children and spouses, and most state universities in the South do the same;

Whereas the merit-based Louisiana Tiger Legacy Scholarships require a minimum ACT composite score of 24, and thus they are unavailable to some faculty children;

Whereas the Tiger Legacy Scholarships offer only \$500-1000 (depending on ACT score), which is too little to offset the recent rise in fees;

Whereas the recruitment and retention of faculty is crucial to LSU and faculty flight is a growing problem for the University;

Whereas twenty-seven of thirty-six LSU deans, chairs, and directors said in a 2016 poll that a new tuition benefit and a full remission of fees for faculty children would help "very much" or "some" in the recruitment and/or retention of faculty in their units;

Whereas a tuition benefit and a full remission of fees for faculty spouses would also help in the recruitment and retention of faculty;

Therefore be it resolved that the Faculty Senate recommends a new benefit for faculty children and spouses enrolled in undergraduate courses at LSU: while remaining eligible for Louisiana Tiger Legacy Scholarships, faculty children should receive (1) a 50% reduction of undergraduate tuition or TOPS; and (2) a full remission of fees; faculty spouses also should receive a 50% reduction of undergraduate tuition and a full remission of fees

Moved into discussion.

Q&A Summary:

Dorin Boldor: Do we have an estimate on the number of children and spouses this will affect?

Mandi Lopez: I don't know if the committee was able to obtain that information. That is a question that has come up many times.

Lawrence Rouse: No, we did not look at that. That's a good question. It would probably be how long does the student have to be here in state to become eligible for TOPS. It's basically the recruitment. So, it would really be the recruitment of faculty. How many faculty members are recruited each year and how many children and spouses? We could count the number of faculty spouses who would like to get a degree. We could do a survey on that. We will have the committee look at that.

Mandi Lopez: I think that is the question that has been raised by the administration because obviously there is a cost and we don't really know what the numbers would be. So, maybe a survey, and I'm sure the other senators can help with that.

Joan King: For the TOPS part, did you mean to say either they get TOPS or a 50% reduction?

Lawrence Rouse: Yes, that was the idea. There should be an "or."

Joan King: We don't control if they get TOPS.

Lawrence Rouse: Right, no, we don't control that. It comes from the Board of Regents or the state legislators.

Joan King: So, maybe you want to say, "if not on TOPS" or "unless on TOPS?"

Lawrence Rouse: The 50% of undergraduate tuition or TOPS, we recommended either one.

Joan King: Yes, but we don't control if they get TOPS.

Lawrence Rouse: The university has to implement this resolution. What we're asking for is either 50% reduction or TOPS.

Dorin Boldor: I don't think the university can administer the TOPS if they are not a resident of the state according to the state law. It's the state that says the student gets TOPS.

Lawrence Rouse: Yes, that would have to come from the state.

Aly Aly: There is no double. If they get TOPS, there is no reduction. It's either one.

Lawrence Rouse: Yes, it's either or.

Senator: It may be just a clarification that if they are receiving TOPS, TOPS trumps any benefit from the university.

Lawrence Rouse: We can make a suggestion to revise. To me it is clear. It's either or. If it's not clear, I will take suggestions.

Priscilla Allen: It doesn't say which is greater.

Lawrence Rouse: It is very unlikely that TOPS is less than 50% of the tuition.

Sonja Wiley: There are different levels of TOPS depending on your GPA and SAT scores.

Julia Ledet: I thought the same way. It probably needs to be reworded because when I read it, 50% reduction in tuition or a 50% reduction in TOPS is the way I interpreted it. Which does not make sense.

Lawrence Rouse: It was clear to us when we wrote it, but we will take suggestions.

Joan King: Perhaps say, "if they are not receiving TOPS..."

Dorin Boldor: Yes, if they are not eligible for TOPS.

Aly Aly: Yes, if they don't get it, then there is a 50% reduction in tuition.

Senator: I think it could be clarified if you put TOPS first. So, if you say, "should receive 1) TOPS, or 2) 50% reduction in tuition..."

Lawrence Rouse: Okay. That sounds good.

Senator: That clarifies whether the student will get TOPS or this alternate reduction.

Joan King: Well, that just goes back to the fact that we don't control whether the student receives TOPS.

Dorin Boldor: What is the eligibility for residency in the state? You have to graduate from high school, yes, but?

Stacia Haynie: I'm not an expert, but it has to be a certain number of years and I can't remember if it's 2 or 4. But, the other piece of that is you need to maintain your TOPS eligibility. Is the idea here that a student could lose TOPS and would then it would be 50% off even though they are not maintaining grades? TOPS is clearly tied to expectations to invest in the student.

Dorin Boldor: There should be reasonable, logical requirements that if the university does implement the 50% reduction, tuition, then they maintain the same academic conditions as TOPS.

Mandi Lopez: I see the conflict. So, if you have TOPS, and you lose it, then

Dorin Boldor: Then you don't automatically qualify for the 50%.

Mandi Lopez: Yes.

Priscilla Allen: One is means tested and one is not. I mean, this is great, because it is two different programs based on two different criteria.

Aly Aly: You need to have criteria for the 50%.

Priscilla Allen: Yes. It's like Medicaid and Medicare. It needs to be broken down.

Sonja Wiley: I have a question. In Appendix B, it says "the advisory committee is studying the possibility of a new faculty benefit." Is it just for new faculty or is this a new benefit for all faculty?

Lawrence Rouse: That was the questionnaire that was submitted. It looked at recruitment of faculty. This questionnaire—would it help in the recruitment of faculty. The resolution is not just for recruitment, it is for all faculty.

Sonja Wiley: Okay.

Lawrence Rouse: That was the questionnaire. The questionnaire was would it help. Would that tuition remission be useful for the recruitment to get new faculty? You could say, look, you come here, your kids get tuition.

Rafael Orozco: I was wondering if you would consider adding to this either a waiver or reduction of application fees for faculty dependents?

Lawrence Rouse: We can do that. If you want to submit some verbiage, but, yes. From what I understand, I am responding to this, but if you want to make changes, we need a motion to add.

Mandi Lopez: Right. Most of what we have been discussing are friendly amendments or revision of verbiage. But you want to change the resolution, you want to add to it?

Rafael Orozco: I was wondering if you would consider a small addition. My reasoning for this is that I recently found out that Tulane has no application fees. We are competing schools that have no application fees.

Priscilla Allen: And the students go for 100% tuition free as well.

Mandi Lopez: For their faculty?

Rafael Orozco: For anyone that lives in Louisiana.

Mandi Lopez: Are you asking to amend the resolution?

Rafael Orozco: The resolution is about faculty dependents, correct? That was my idea that dependents also receive an application fee waiver to LSU.

Priscilla Allen: You could see "fees, including application." Or to designate fees once admitted or inclusive of admission. Have we explored the feasibility of this?

Mandi Lopez: We're getting feedback now from the Senate. I asked the Benefits Committee to go back and dig up some of their previous resolutions on which there have been no action and to update them. They are just coming back and getting current feedback from the Faculty Senate. They are re-presenting something that was presented in 2017 and getting some ideas. We agree that additional information is necessary. We have to figure out how to quantify the number of dependents that will be using the program. The administration needs to

have an idea of how much it is going to cost. There was a request for a relatively small change in verbiage. Professor Rouse, do you think the addition of the application fees is a major amendment?

Lawrence Rouse: In the fees, add in parentheses include application fees.

Cathy Williams: Will this apply in the summer?

Senator: TOPS does not cover summer.

Mandi Lopez: I believe it would. Yes, all semesters.

Juan Martinez: At my previous institution, there was a benefit that if your dependent did not attend the university you taught at, that tuition money could be used for other universities. Would that benefit apply at LSU? Does the resolution only apply to enrollment at LSU?

Lawrence Rouse: The verbiage was that it was enrollment at LSU.

Andrew Sluyter: You're probably talking about the tuition exchange. You can go to www.tuitionexchange.com to look at that consortium of several hundred institutions that exchange these sorts of tuition waivers. So, yes, there would be some mechanism to do that. If LSU is a part of that, then that would be applicable. The Benefits Committee is simply seeking mandate to move forward on this again after stalling out two years ago. The details probably are not worth discussing in too much detail.

Mandi Lopez: Yes. For implementation, it will apply.

Lawrence Rouse: This is a philosophy that we need the university and the state to help faculty and faculty recruitment. Ken talked about faculty retention at the Summit meeting.

Senlin Chen: Reading the 50% reduction or TOPS, whichever is greater, I did a simple search and there are three categories of TOPS in the state of Louisiana. The most is 2,903.48. That's clearly not 50%.

Dorin Boldor: No, the highest level of TOPS covers 100% of tuition.

Stacia Haynie: And 2 years residency. It covers tuition fully. It could be that the legislature is not going to fund it which makes it zero. They are funding fully, and it is differentiated by state, regional, or performance.

Cathy Williams: Students on TOPS have to meet a certain GPA requirement or number of hours to keep their TOPS. Will there be some verbiage in the resolution for the students that get the 50% reduction and some criteria they must go by?

Mandi Lopez: Again, I think that will be in the implementation phase. For now, we just have to give our endorsement of the idea and suggest that it move forward. There is additional data gathering that will be necessary. I understand, obviously, you can't dip from both pools. You can't get kicked out of one and take advantage of the other. The committee will add that information.

Julia Ledet: My son graduated several years ago from LSU. It took him six years. He received TOPS for 4 years. What about the student that takes longer than 4 years?

Mandi Lopez: There are multi-year extension plans. We all know that is the reality of some of the programs.

Dorin Boldor: We can probably add verbiage to tie that in. You can 50% tuition until you are eligible for TOPS. If you enroll at LSU and you are here for 2 years and are covered by the tuition reduction, you may then be eligible for TOPS.

Julia Ledet: I think with TOPS, you have to graduate from a Louisiana high school. In my case it was years 5 and 6.

Mandi Lopez: These are all very good questions and I encourage you to volunteer for the committee as they put together the details.

Lawrence Rouse: It's the details. If we get the university and the Board of Supervisors agree to start talking about this, the rest of it is details.

Senator: Are you looking for a motion? And if so, what is the motion?

Mandi Lopez: This is the first reading. We've entered into discussion and we'll vote on approving it at the next meeting. This is only the discussion so that the committee can revise and amend the resolution for the next presentation.

Senator: So, you're not looking for a motion?

Mandi Lopez: No.

All moved to adjourn at 4:33pm.